The Future of Work and People with Disabilities

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Theme 4: Age, gender, disability, prior engagement with the justice system, and immigration
Paper Overview

• Importance of the problem
• Workforce development challenges and opportunities
• Emerging innovations to address continuing barriers
Importance of the Problem

- Prevalence of disability
- Employment and poverty rates of people with disabilities
- Increasing numbers of people with disabilities in the labor force
- Changing nature of work and the need for talent
Prevalence of Disability: Global & Local

15% of the World's Population

U.S. Disability Rates (all ages)

- Any disability, 40 million (12.6%)
- No disability, 277.5 million (87.4%)

Does not include persons living in institutions
Employment and Poverty Rates

Employment Rate
(ages 21-64)
- People with Disabilities: 35.2%
- People without Disabilities: 78.3%
Gap = 43.1%

Poverty Rate
(ages 21-64)
- People with Disabilities: 27.0%
- People without Disabilities: 11.6%
Gap = 15.4%
Increasing Number of People with Disabilities in the Labor Force

Aging workforce:
• Working longer
• Disability rises with age

Veterans:
• Returning from conflict
• TBI/PTSD

Prevalence Rate by Age

Service-Connected Disabilities

- With Disability
- Without disability
Changing Nature of Work – Need for Talent

• Increasing need for business and worker agility
• Need for qualified workers
Workforce Development Challenges and Opportunities

- Documented disparities in preparation
- Needed focus on employment in the technology industry
- Initiatives to improve tech industry skill preparation and hiring
- Technology sector presents opportunities, but challenges remain
Documented Disparities in Preparation

<table>
<thead>
<tr>
<th></th>
<th>No Disability</th>
<th>Any Disability</th>
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</thead>
<tbody>
<tr>
<td>Less than high school</td>
<td>9.9</td>
<td>20.1</td>
</tr>
<tr>
<td>High school</td>
<td>25.2</td>
<td>34.4</td>
</tr>
<tr>
<td>Some college or Associates degree</td>
<td>31.9</td>
<td>31.5</td>
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<tr>
<td>BA or Higher</td>
<td>33</td>
<td>14</td>
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Focus on Employment in Tech Industries

- “High tech” employs 28 million workers
- 12% of unfilled jobs are in IT
- Only 4.9% of high-tech employers are PWD.
Initiatives to Improve Tech Industry Skill Preparation and Hiring
Technology Sector Presents Opportunities, But Challenges Remain

- The Gig Economy and people with disabilities
- Access to entrepreneurship and start-ups
Emerging Innovations to Address Continuing Barriers

• Targeted technology sector initiatives to hire people on the autism spectrum

• Higher education efforts to benefit youth with intellectual disabilities

• Mentoring and internship programs for youth with disabilities
Targeted Technology Sector Initiatives to Hire People on the Autism Spectrum
Higher Education Efforts to Benefit Youth with Intellectual Disabilities
Mentoring and Internship Programs for Youth with Disabilities

WRP
Workforce Recruitment Program
A WIN/WIN FOR EVERYONE
https://youtu.be/1wq-8gOzDCk
Technology Changes Everything: Innovating to Include People of All Abilities in a More Diverse Workforce

Topics:
• Workforce development initiatives in tech industries
• Tech sector training for people on the Autism Spectrum
• Inclusive design in tech products and services
• Entrepreneurship training for individuals with disabilities
• Design of online employment tools to facilitate inclusion